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ABSTRACT

The entry-into-practice movement in nursing education was triggered most recently by a bill known as the 1985 Resolution which would require a baccalaureate degree as preparation for licensure as a registered professional nurse in New York by 1985. Several related issues have implications for community college administrators and educators. Those issues related to registered nurse licensure for the associate degree nursing graduates include: each state determines the legislative mandates for licensure; differing regulations and requirements hinder interstate mobility of graduates; the legislative process may not be the best way to effect change in the standards and practice of nursing. Two additional issues have potential for impact on community colleges: (1) the need for separate licensure examinations for associate degree and baccalaureate (B.A.) graduates as opposed to a common core examination with further examination for the B.A. nurse; and (2) the problems of cost, accessibility, and quality of offerings that are associated with mandatory continuing education for relicensure. Issues relative to entry into practice are also of concern to administrators. These include the frequent utilization of graduates of B.A. and associate degree nursing programs in the same way by employers; statewide efforts toward differentiation of practice; and articulation from one level of nursing education to another. (MB)

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FACTS AND MYTHS ABOUT NURSING LEGISLATION

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Kenneth G. Skaggs Memorial Forum
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KENNETH G. SKAGGS MEMORIAL FORUM

"FACTS AND MYTHS ABOUT NURSING LEGISLATION"

May 2, 1979

I APPRECIATE THIS OPPORTUNITY TO VISIT WITH YOU TODAY TO TAKE A LOOK AT SOME OF THE FACTS AND MYTHS ABOUT NURSING LEGISLATION.

I HAVE SOME "BUTTERFLIES" IN ATTEMPTING TO FOLLOW DR. CHANNING - A PERSON WHO KNOWS NURSING, WHO HAS EXPERIENCE IN THE FIELD, BOTH AS A PRACTIONER AND A NURSE EDUCATOR, AND NOW AS A COLLEGE PRESIDENT. I AM PLEASED TO PARTICIPATE IN THIS FORUM WHICH IS A MEMORIAL TO KEN SKAGGS WHO DEVOTED MUCH TIME AND CERTAINLY HAD MUCH INTEREST IN HEALTH RELATED EDUCATION IN OUR COMMUNITY COLLEGES. I HAVE A FEELING THAT WE ARE DISCUSSING THIS PROBLEM TODAY BECAUSE WE HAVE BEEN TOO SUCCESSFUL IN OUR ASSOCIATE DEGREE NURSING PROGRAMS.

THE ENTRY INTO PRACTICE MOVEMENT WAS TRIGGERED MOST RECENTLY BY THE NEW YORK STATE NURSES ASSOCIATION BILL KNOWN AS THE 1985 RESOLUTION. IT HAS BEEN ALMOST FIVE YEARS SINCE THIS BODY PASSED THE RESOLUTION WHICH WOULD REQUIRED A BACCALAUREATE DEGREE AS PREPARATION FOR LICENSURE AS A REGISTERED PROFESSIONAL NURSE BY 1985. MY ROLE HERE TODAY IS TO RELATE THE ISSUES AND CONCERNS REGARDING LICENSURE OF ASSOCIATE DEGREE NURSES, ENTRY INTO PRACTICE AND FUTURE ROLES AND FUNCTIONS OF THE ASSOCIATE

DEGREE NURSE FROM A STATE PERSPECTIVE. THE PURPOSE OF THIS DISCUSSION IS NOT TO PRESENT SOLUTIONS OR ANSWERS, BUT RATHER TO IDENTIFY ISSUES AND CONCERNS THAT HAVE IMPLICATIONS FOR US AS COMMUNITY COLLEGE ADMINISTRATORS AND EDUCATORS.

I REPRESENT A STATE THAT IS UNIQUE IN ITS ORGANIZATION FOR COMMUNITY COLLEGE EDUCATION. OUR COMMUNITY COLLEGE SYSTEM IS ONE OF TWO SYSTEMS COMPRISING THE UNIVERSITY OF KENTUCKY. WE HAVE 11 ASSOCIATE DEGREE NURSING PROGRAMS INCLUDING A REGIONAL ONE, WHICH SERVES TWO COMMUNITIES. WE WORK TOGETHER AS A TEAM, BY THIS I MEAN INVOLVEMENT OF THE NURSING FACULTY FROM ALL 11 PROGRAMS. WE PLAN AS A TEAM - WHETHER IT IS CURRICULUM PLANNING, INSTRUCTIONAL METHODOLOGY OR PROGRAM EVALUATION. WE WORK AS A TEAM NOT ONLY WITHIN THE SYSTEM, BUT WITH THE COLLEGE OF NURSING, WITH THE COUNCIL ON HIGHER EDUCATION AND WITH NURSING SERVICE REPRESENTATIVES - WE BRING TOGETHER THE NURSING SERVICE PEOPLE, THE EMPLOYERS OF OUR PRODUCT, PERIODICALLY, TO REVIEW OUR CURRICULUM, METHODOLOGY AND EVALUATION PROCEDURES. THIS PROVIDES THE OPPORTUNITY FOR INPUT AND IT PROMOTES COMMUNICATION BETWEEN SERVICE AND EDUCATION.

ABOUT THREE YEARS AGO, SOME OF OUR ASSOCIATE DEGREE NURSING FACULTY WERE MEMBERS OF A COMMITTEE SET UP BY THE MEDICAL CENTER - COLLEGE OF NURSING TO STUDY THE RELATIONSHIP AND ARTICULATION BETWEEN THE ASSOCIATE DEGREE NURSING AND BACCALAUREATE PROGRAMS

IN NURSING. THIS STUDY RESULTED IN THE COLLEGE OF NURSING DROPPING THEIR GENERIC PROGRAM AND DEVELOPING A BACCALAUREATE PROGRAM FOR REGISTERED NURSES. THIS MAKES IT POSSIBLE FOR THEM TO UTILIZE THEIR RESOURCES FOR UPPER DIVISION AND GRADUATE PROGRAMS. IT IS POSSIBLE FOR REGISTERED NURSES TO COMPLETE THE REQUIREMENTS FOR A B.S.N. DEGREE IN TWO YEARS.

IN CHECKING BACK I FIND THAT THE FIRST KEN SKAGGS MEMORIAL FORUM WAS "POLITICAL CRISIS IN ASSOCIATE DEGREE NURSING." APPARENTLY, THIS IS STILL WITH US, SO I WILL GET BACK TO THE TOPIC ASSIGNED - "FACTS AND MYTHS."

THE FIRST CATEGORY OF ISSUES TO BE ADDRESSED IS THAT OF REGISTERED NURSE LICENSURE FOR THE ASSOCIATE DEGREE NURSING GRADUATES. AS I'M SURE YOU ARE WELL AWARE, EACH STATE HAS THE RIGHT AND THE RESPONSIBILITY TO DETERMINE THE LEGISLATIVE MANDATES FOR LICENSURE OF NURSES, IN ORDER TO PROTECT AND SAFEGUARD THE HEALTH AND SAFETY OF ITS CITIZENS. WITH THIS RESPONSIBILITY ALSO GOES THE NEED FOR AN AWARENESS THAT DIFFERENT REGULATIONS AND EDUCATIONAL REQUIREMENTS IN A FEW STATES MAY ONLY HINDER EFFORTS TO BETTER ACHIEVE THIS GOAL. FOR EXAMPLE, HOW WOULD INTERSTATE MOBILITY OF GRADUATES BE AFFECTED?

DEPENDING ON THE RESOLUTION OF THE ISSUES INVOLVED IN LEGISLATION SUCH AS PROPOSED BY THE NEW YORK STATE NURSES ASSOCIATION, THE LICENSING OF ASSOCIATE DEGREE NURSE GRADUATES REMAINS UNCLEAR. AS COMMUNITY COLLEGE EDUCATORS, HOW AWARE

ARE YOU OF LEGISLATIVE DEVELOPMENTS IN YOUR STATE RELATIVE TO LICENSURE? IN ANY EVENT, ONE MUST QUESTION THE USE OF THE LEGISLATIVE PROCESS TO EFFECT CHANGE IN THE STANDARDS AND PRACTICE OF NURSING.

SINCE NURSES ARE LICENSED ON THE BASIS OF EXAMINATIONS, THERE IS MUCH DISCUSSION ABOUT WHETHER SEPARATE EXAMINATIONS ARE NECESSARY FOR ASSOCIATE DEGREE AND BACCALAUREATE GRADUATES, OR WHETHER ALL SHOULD TAKE A COMMON CORE EXAMINATION WITH THE BACCALAUREATE NURSE FURTHER EXAMINED OR CREDENTIALED ON THE ADDITIONAL COMPETENCIES.

ANOTHER CONCERN RELATIVE TO LICENSURE AT THE STATE LEVEL IS THE MOVEMENT IN SOME STATES TOWARD MANDATORY CONTINUING EDUCATION FOR RELICENSURE. ALTHOUGH THE ULTIMATE GOAL TO ASSURE CONTINUED COMPETENCY IS LAUDABLE, THE ISSUES OF COST, ACCESSIBILITY, AND QUALITY OF OFFERINGS CONTINUE TO BE RAISED. ALTHOUGH THE COMMUNITY COLLEGES IN OUR STATE SYSTEM HAVE ALWAYS RECOGNIZED THE NEED FOR COMMUNITY SERVICE, INCLUDING ADULT AND CONTINUING EDUCATION, WE ARE BEGINNING TO DEAL WITH THE IMPLICATIONS INHERENT IN PROVIDING CONTINUING EDUCATION PROGRAMS FOR NURSES AS MANDATORY CONTINUING EDUCATION BECOMES A REALITY.

ANOTHER QUESTION FOR US THEN BECOMES HOW FAMILIAR ARE YOU WITH THIS MOVEMENT, REGARDLESS OF WHETHER IT IS MANDATORY OR VOLUNTARY IN YOUR STATE AND WHAT WILL THE IMPACT BE ON YOUR INSTITUTION?

HOW AWARE ARE YOU OF WHAT IS HAPPENING IN CONTINUING EDUCATION IN YOUR STATE? ARE YOU, AS COMMUNITY COLLEGE PEOPLE, LOOKING INTO AND PLANNING IN RELATION TO YOUR RESPONSIBILITIES. THIS CAN HAVE A TREMENDOUS IMPACT ON YOUR ENROLLMENT. HOWEVER, WE MUST BE GETTING SOME DECISIONS ON WHAT IS NEEDED AND WHO IS TO DO IT.

ENTRY INTO PRACTICE

ANOTHER CATEGORY OF ISSUES AND CONCERNS RELATE TO ENTRY INTO PRACTICE. THERE HAS BEEN MUCH WRITTEN ABOUT DIFFERENTIATION OF PRACTICE, ESPECIALLY SINCE THE DISCOVERY THAT IN MANY INSTANCES, THE GRADUATES OF BACCALAUREATE AND ASSOCIATE DEGREE NURSE PROGRAMS ARE BEING UTILIZED IN MUCH THE SAME MANNER BY EMPLOYERS. IN SOME CASES, ONE MIGHT QUESTION THE AWARENESS OF CHANGES AFFECTING NURSING CARE IN THE HEALTH CARE DELIVERY SYSTEM BY EDUCATORS AND HEALTH CARE PROVIDERS. IN ADDITION, IT IS INTERESTING TO NOTE THAT THERE ARE SOME PRACTICAL, ASSOCIATE DEGREE AND SOME BACCALAUREATE AND HIGHER DEGREE NURSE EDUCATORS WHO INDICATE THAT THEIR GRADUATES SHOULD BE THE FIRST LEVEL OF PROFESSIONAL NURSING PRACTICE. THE SOUTHERN REGIONAL EDUCATION BOARD NURSING CURRICULUM PROJECT PROPOSED A MODEL FOR ENTRY INTO PROFESSIONAL PRACTICE. KENTUCKY IS MOST FORTUNATE IN THAT A GRANT FROM THE W. K. KELLOG FOUNDATION, COORDINATED BY THE SOUTHERN REGIONAL EDUCATION BOARD, HAS PROVIDED THE FUNDING TO THE COUNCIL ON

ON HIGHER EDUCATION THAT WILL ENABLE THE STATE TO ATTEMPT TO DEVELOP A SYSTEM OF NURSING EDUCATION. AS REPRESENTATIVES OF COMMUNITY COLLEGES, EACH OF US HAS A RESPONSIBILITY TO BE AWARE OF WHAT IS BEING PROPOSED IN OUR RESPECTIVE STATES REGARDING THE DIFFERENTIATION OF PRACTICE, AND THE ENTRY LEVEL INTO THE PRACTICE OF NURSING. EQUALLY IMPORTANT IS THE NEED TO WORK WITH OUR NURSING EDUCATORS IN THIS ENDEAVOR.

AN INTEGRAL PART OF THE CURRICULUM PROJECT WAS THE CONCERN FOR ARTICULATION FROM ONE LEVEL OF NURSING EDUCATION TO ANOTHER. IN SOME STATES, ARTICULATION BETWEEN PROGRAMS HAS BECOME A CONCERN OF THE GOVERNORS, SINCE STATE MONIES ARE BEING PROVIDED FOR VARIOUS TYPES OF PROGRAMS IN NURSING. SINCE MONEY IS NOT UNLIMITED FOR HIGHER EDUCATION, WHAT IS YOUR STATE DOING TO ENCOURAGE ARTICULATION AGREEMENTS AND/OR TO FACILITATE MOBILITY OF INDIVIDUALS FROM ONE LEVEL OF NURSING EDUCATION TO ANOTHER? HOW MANY OF YOU HAVE PARTICIPATED IN THE DEVELOPMENT OF NEW PROGRAMS AT THE BACCALAUREATE OR HIGHER DEGREE LEVEL IN AN EFFORT TO PROVIDE INPUT, WHICH WOULD RESULT IN IMPROVED ARTICULATION BETWEEN PROGRAMS? I CAN ASSURE YOU THAT NURSING WILL NOT BE THE ONLY PROGRAM TO BECOME INVOLVED WITH THIS PROCESS.

FUTURE

ASSOCIATE DEGREE NURSE GRADUATES CAN CONTINUE TO SERVE A VERY USEFUL PURPOSE IN PROVIDING QUALITY NURSING CARE AT THE

LEVEL FOR WHICH THEY HAVE BEEN PREPARED. THE COST OF ASSOCIATE DEGREE EDUCATION IN NURSING IS BEING BORNE IN LARGE PART BY INSTITUTIONS OF HIGHER LEARNING. THESE PROGRAM S WOULD NOT BE SUCCESSFUL WITHOUT THE COOPERATION OF REPRESENTATIVES FROM MANY AGENCIES IN THE COMMUNITY, THAT SERVE AS OFF-CAMPUS LEARNING LABORATORIES. IN MANY STATES, HOSPITAL SCHOOLS OF NURSING HAVE BEEN PHASED OUT AND ASSOCIATE DEGREE NURSE PROGRAMS HAVE REPLACED THEM AS PRODUCERS OF NURSE MANPOWER. AN ISSUE WHICH SHOULD BE RAISED HERE IS, AS EDUCATORS, WHAT IS THE EXTENT TO WHICH YOU ARE INVOLVED WITH REPRESENTATIVES OF NURSING IN YOUR COMMUNITY AND YOUR STATE? IS THERE COLLABORATION (ONE DEFINITION: AID AND COMFORT TO ENEMY) BETWEEN REPRESENTATIVES FROM EDUCATION AND NURSING IN YOUR STATE IN PLANNING FOR THE CHANGES THAT ARE OCCURING IN THE NURSING PROFESSION? I HAVE A FEELING THAT TOO OFTEN NURSING EDUCATORS DO NOT COMMUNICATE - EFFECTIVELY - WITH THE PEOPLE WITH WHOM THEY SHOULD BE COMMUNICATING.

IN SOME AREAS, THERE IS A RELATIVELY NEW MOVEMENT OF HOSPITAL SCHOOLS AWARDING ASSOCIATE DEGREES TO THEIR GRADUATES. ARE YOU AWARE OF ANY SUCH DEVELOPMENT IN YOUR STATE? THE IMPLICATIONS FOR YOU ARE SERIOUS IN THESE TIMES OF DECLINING ENROLLMENTS.

IN CLOSING, COMMUNITY COLLEGES HAVE PRIDED THEMSELVES IN PROVIDING NURSING EDUCATION FOR THE MINORITY (NEW/SPECIAL) STUDENTS, INCLUDING THE MORE MATURE WOMEN WHO HAVE FAMILIES AND CAN NOW ENTER OR RE-ENTER THE WORLD OF WORK TO SUPPLEMENT THE FAMILY INCOME. IF THE ENTRY LEVEL FOR NURSING BECOMES THE BACCALAUREATE DEGREE, THEN MANY WHO MIGHT BE ASSISTED IN THEIR PURSUIT OF A NURSING CAREER VIA AN ASSOCIATE DEGREE NURSING PROGRAM MAY BE ELIMINATED BECAUSE THEY DO NOT HAVE THE TIME OR THE MONEY OR ACCESS TO DEVELOPMENTAL STUDIES (GUIDED STUDIES) PROGRAMS WHICH HAVE BEEN SO SUCCESSFUL IN ASSISTING COMMUNITY COLLEGE STUDENTS. IF YOU HAVE NOT GIVEN THOUGHT TO THIS POTENTIAL ISSUE, IT IS ONE WITH FAR-REACHING IMPLICATIONS AND DESERVES YOUR ATTENTION.

WITH APPROXIMATELY 658 ASSOCIATE DEGREE NURSE PROGRAMS RESPONDING TO COMMUNITY NEEDS, OF WHICH NURSING MANPOWER IS A MAJOR ONE, IT DOES SEEM THAT COMMUNITY COLLEGE ADMINISTRATORS CAN ASSUME AN ACTIVE, PRODUCTIVE ROLE IN COLLABORATION WITH NURSES IN DEALING WITH THE ISSUES AND CONCERNS FACING ASSOCIATE DEGREE NURSE EDUCATION TODAY.

UNIVERSITY OF CALIF.

JUN 8 1979

CLEARINGHOUSE FOR
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